



# November 2022 Connecting the DOTs

## 2022-2023 Strategic Plan Roll-Out

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#### **SDDOT Mission:**

To efficiently provide a safe and  
effective public transportation  
system

#### **SDDOT Vision:**

Better lives through better  
transportation by being the best



### What's a good way to share information with teammates across the DOT?

Connecting the DOTs **readership web analytics** demonstrate that the majority of our SDDOT staff open and read the monthly newsletter!

**Unique pageviews:** Each employee is only counted once even if he/she open and views the newsletter multiple times.

- **August: 806 pageviews**
- **September: 628 pageviews**
- **October: 700 pageviews**

Average time spent on newsletter webpage:  
**5 minutes 48 seconds**



## The Secretary's Corner

### 2022-2023 Strategic Plan



The Executive Team recently completed the **2022-2023 Strategic Plan**. Strategic planning sets goals for our organization, establishes priorities, and focuses our energy and resources.

The plan and process helps to outline our **short and long-term strategic objectives** for the next year.

Please view the full **Strategic Plan** and **I WILL Poster**, and **watch my video** overview at: [https://dot.sd.gov/inside-sddot/forms-publications/reports#listItemLink\\_1448](https://dot.sd.gov/inside-sddot/forms-publications/reports#listItemLink_1448).

**You can also click on the Icons or Strategic Plan graphic to quickly access the Strategic Plan documents and my video!**



# STRATEGIC PLAN 2022-2023

**MISSION** Why We Exist:  
To efficiently provide a safe and effective public transportation system

**VISION** What Success Looks Like:  
Better lives through better transportation by being the best

**CORE VALUES** Principles and Expected Behaviors that Guide our Actions and Conduct:  
All employees contribute to providing a high-quality transportation system by continuously striving to innovate and improve the quality of services

- 1. High Ethical Standards** - Honesty, integrity, respect, and professionalism with our internal customers, partners, stakeholders, and the public
- 2. Stewardship** - Innovative, efficient, and accountable use of public resources
- 3. Transparent Public Service** - Exemplary trustworthy public service with unprecedented access to information and decision-making processes
- 4. Safety** - Safety in all we do
- 5. Teamwork** - Inclusive, diverse, innovative, and supportive work culture
- 6. Innovation** - Initiate and implement new ideas or methods to create value

### STRATEGIC OBJECTIVES

Where We Must Focus Our Strengths and Resources to Overcome Our Challenges

SAFETY EVERYONE HOME SAFE EVERYDAY	WORKFORCE VALUE ALL TEAM MEMBERS	SERVICE PROVIDE EXCELLENT SERVICES	PROCESSES CONTINUALLY IMPROVE	ASSETS PROVIDE THE BEST TRANSPORTATION SYSTEM AND ASSETS
<p><b>Short Term Goals</b></p> <ul style="list-style-type: none"> <li>Reduce state vehicle backing crashes</li> <li>Reduce winter related crashes</li> <li>Reduce the number of fatalities related to highway crashes</li> <li>Reduce the number of serious injuries related to highway crashes</li> </ul> <p><b>Long Term Goals</b></p> <ul style="list-style-type: none"> <li>Reduce workforce lost time injuries</li> <li>Reduce state vehicle crashes</li> <li>Reduce work zone serious injury and fatal crashes</li> <li>Reduce snowplow truck crashes</li> </ul>	<p><b>Short Term Goals</b></p> <ul style="list-style-type: none"> <li>Increase employee awareness of the Department's goals and priorities</li> <li>Increase accessibility of leaders to all employees, to listen to concerns, and take action to address them</li> <li>Increase two-way communication between supervisors and employees to implement ideas and suggestions</li> <li>Balance workload and job stress concerns of employees</li> </ul> <p><b>Long Term Goals</b></p> <ul style="list-style-type: none"> <li>Increase employee engagement</li> <li>Increase retention of new employees</li> <li>Increase employee training, career growth, and development opportunities</li> <li>Increase supervisor communication with their employees</li> <li>Increase employee's commitment to doing quality work</li> <li>Cultivate a teamwork culture that creates a collaborative, positive, effective, and efficient work environment</li> <li>Develop, enhance, and sustain a diverse workforce culture that reflects the communities we serve</li> </ul>	<p><b>Short Term Goals</b></p> <ul style="list-style-type: none"> <li>Increase customer engagement to inform, influence, and listen to understand customers' needs to improve services</li> <li>Increase the transparency and collaboration in our business and operational decision making</li> </ul> <p><b>Long Term Goals</b></p> <ul style="list-style-type: none"> <li>Increase external customer satisfaction through improved communication and engagement</li> <li>Increase collaboration with contractors to accomplish our work to better meet the needs of the customer and contractors</li> <li>Improve the quality of plans so contractors can competitively bid and efficiently construct projects</li> <li>Increase landowner, stakeholder, and general user communication throughout the project life to better inform, influence, and listen</li> </ul>	<p><b>Short Term Goals</b></p> <ul style="list-style-type: none"> <li>Increase rate of projects meeting the project ready scheduled dates in Primavera</li> <li>Increase use of 511 App, 511 Road Condition Service, and sd511.org</li> <li>Increase systematic process improvements and innovations on daily work and key work processes</li> <li>Increase readily available data for decision making to improve performance and outcomes</li> </ul> <p><b>Long Term Goals</b></p> <ul style="list-style-type: none"> <li>Increase rate of projects meeting the planned milestone scheduled dates in Primavera</li> <li>Improve the effectiveness of winter operations and travel reliability</li> <li>Improve work processes to provide efficiency in delivering our program and services considering capability, capacity, and quality of work</li> </ul>	<p><b>Short Term Goals</b></p> <ul style="list-style-type: none"> <li>Prioritize assets to track and develop condition targets</li> <li>Increase the condition of pipe culverts as rated by the inventory system</li> </ul> <p><b>Long Term Goals</b></p> <ul style="list-style-type: none"> <li>Maintain highway pavements in good to excellent condition</li> <li>Maintain highway bridges in good or fair condition</li> <li>Maintain pipe culverts in good or fair condition</li> <li>Increase the effectiveness of high-quality pavement markings</li> <li>Increase the condition targets on prioritized assets</li> </ul>



## Strategic Objective - Value All Team Members

### SDDOT Professional Development:

**Patti Devitt (Accounting Manager, Central Office), Bruce Schroeder (Aberdeen Area Engineer) and Monte Meier (Transportation Specialist, Central Office)** attended a Baldrige workshop in Rapid City.

Patti noted, "This workshop provided perspective about how our DOT leaders use the excellence framework in our organization."



**L to R back: Eric Stroeder, Bruce Schroeder, Brian Rogness, and Brad Norrid**

**L to R front: Kirk Henderson, Thad Bauer, Brenda Flottmeyer, and Jack Dokken**

SDDOT staff attended the **Western States Coalition Leadership Academy** held in Helena, Montana. The Academy included participants from Idaho, Montana, Wyoming, North Dakota, and South Dakota.

The academy provided excellent training sessions about conflict resolution, time management, and presentation skills. In addition to valuable training, the team had an opportunity to collaborate with the other western states to discuss issues of employee recruitment and retention facing all DOTs. It was noted, "We all have the same challenges in recruitment, retention, workload, work/life balance, and funding. We are all unique, yet very similar!"



Who would have thought that joining LDP would get you on DOT's Most Wanted board?!

Actually, the LDP instructors take these mug shots at the beginning of each program. Throughout the program, the attendees spend more time outside of the classroom developing their leadership skills. The instructors use the mug shots to familiarize themselves while communicating with the participants between sessions.

### 2023 Leadership Development Program (LDP) Participants!



## 2023 International Aviation Art Contest

All mailed entries must be received by the Office of Air, Rail & Transit by Tuesday, Jan. 10, 2023.

Contact Nancy Hiller at 605-773-4430 or via email at [nancy.hiller@state.sd.us](mailto:nancy.hiller@state.sd.us) with questions.



A child's imagination is always an amazing thing. When you combine aviation, art and that imagination, wonderful things can happen. The SDDOT and the South Dakota Pilots Association are seeking students who can combine those things into a work of art.

We want to motivate and encourage children of all ages to become more familiar with and participate in aeronautics, engineering, and science. This art contest could be the beginning of a child's passion for aviation!

The contest is open to youth from 6 – 17 years of age. Our office will be judging the submissions and prizes will be awarded to the 1st - 3rd place winners in each age category. The top three place winners in each age group will be forwarded to Washington D.C. to participate in the national competition. Last year, one of the winners in the senior category went on to win 2nd place in the national competition!



**Doug Gorham, Region Operations Coordinator**, provided updated photos of the new Eagle Butte Maintenance Shop.



**Ready to vote? Snowplow Naming Contest closes to public on Nov. 30, 2022.**

The contest entry form is available on our home page: <https://dot.sd.gov/>

SDDOT-themed activity sheets are available for staff participating in school events on the branding page at <https://dot.sd.gov/inside-sddot/media/branding-and-identity-guidelines>

The activity sheets provide a QR Code and the SDDOT website address for kids/families to easily start entering their favorite snowplow names!



### SDDOT Generations

From Right to Left: **John Johnson** (Former Huron Area Engineer), **Mike Carlson** (Rapid City Area Engineer), and **Steve Palmer** (Rapid City Engineering Supervisor)

John Johnson retired as the Huron Area Engineer in 1992. During his time there he hired Mike Carlson. Mike then hired Steve Palmer in Rapid City. Three generations of SDDOT hires!

John recently attended a SDDOT meeting as he is a landowner affected by a future project in Lawrence County.







## November Mentoring Minute

By Greg Rothschadl and Kellie Beck



It is hard to believe that November is here . . . the month of thanks. Thanksgiving is a great time to reflect on all the things we are thankful for, the opportunities we have had, and the experiences enjoyed over the past year. We all get busy and wrapped up in our own lives. Often we don't take the time to reach out and thank individuals who contribute to our lives. Mentoring partnerships is one of those activities that we can all be thankful for. It could be a little tidbit that a mentor gained from their mentee that has proven to be helpful. It could be that a mentee was able to network and meet new people within the department with assistance from their mentor. No matter the situation, we all gain and learn from our mentoring pairs.

There is a TED talk by Drew Dudley that talks about "Lollipop" Moments. Take five minutes and watch this short video. [http://www.ted.com/talks/drew\\_dudley\\_everyday\\_leadership](http://www.ted.com/talks/drew_dudley_everyday_leadership)

After watching, take time to reflect on the **"Lollipop" Moments** in your life. Then take the time to reach out and thank someone for providing you a "Lollipop" moment, whether that is with your mentoring pair, a co-worker, or in your personal life. We all have Lollipop moments and I think you will find it feels pretty good to share with others the impact they have in your life.

### Make Time for Mentoring!

Kellie & Greg



Thanks to everyone who joined us in Pierre for the **End of Program Celebration** on Nov. 3, 2022.



Six individuals from the current mentoring group were selected by random drawing at the May Mentoring Midpoint Energizer to have a free lunch with Secretary Jundt. The lunch took place prior to the End of Program Celebration.

This prize was generously donated by members of the Mentoring Committee. The participants are: Left to Right (around the table): **Matt Lacey, Logan Patrick, Brett Rice, Matt Dorfschmidt, James Brooks, Secretary Jundt and Wyatt Reis.**



## Volunteering is Good for the Soul

(and your HSA/HRA Account)

By Kari Kroll

Twice a month, we offer an opportunity to pack boxes at Feeding South Dakota to the Central Office and Pierre vicinity staff. What started as a every couple of month opportunity for SDDOT to give back to this very supportive community has turned into a complete soul booster TWICE A MONTH! We have people from every office helping. We've filled boxes with dry goods. We've filled boxes with frozen items. One night we did both. On average, there are 15 people per event, but we've had as many as 20.

In all of our fun, **we've become the faces of Feeding South Dakota** as they search for volunteers from other state agencies. See the flyer below created by Feeding South Dakota and BHR.

Our volunteering is done outside of work hours. Pierre Distribution Center offers a shift from 5 - 7 p.m. so we are lucky. If you are in Pierre and want to come give it a try, we'd love to have you. The more the merrier! And, Sioux Falls Feeding South Dakota Distribution Center now offers evening opportunities on the 2nd and 4th Wednesdays of the month. Sign up and give it a try! Our record is 14 pallets/650 boxes in one night, we dare you to beat it.



*"We love volunteering with Feeding South Dakota because it's a great opportunity to give back to our community, have fun, and build relationships within our organization."*

*- Secretary Joel Jundt, South Dakota Department of Transportation.*

**With YOUR help, we can provide food to thousands facing hunger in South Dakota.**

### Distribution Centers

Assist our team with packing food items for distribution at our facilities in Sioux Falls, Pierre, and Rapid City.

### Mobile Distributions

With mobile distributions in 95 communities across our state, you can help by handing out the pre-packed food items at an outdoor drive-up distribution.

**Volunteer today!**

Sign up for opportunities to volunteer as an individual or gather friends and coworkers to volunteer as a team.

[feedingsouthdakota.org/volunteer](https://feedingsouthdakota.org/volunteer)



Scan the QR code to view volunteer opportunities near you.

# beneFIT

Be well. Work well. Live well.

As if having fun and learning new things about your co-workers wasn't reward enough, you can also earn **beneFIT** points.

For every 12 hours you volunteer, you earn 50 points! You can do it twice (24 hours) to earn 100 points.

**100 points = \$100 into your HSA/HRA Account**





## Federal Fiscal Year-end Closure Team Award:

Andrew Dickinson, Rebecka Wallingford, Mary Hoyt, Joanie Blair, and Sam Weisgram

## Fleet Transfer Team Award:

### Central Office Staff -

Chris Ott, Tony Wieser, Tyler Green, Lexi Lassle, Christina Bennett, Stacy Parmely, Brandy Hansen, and Tracy Boom

### Region and Area Office Staff -

Alicia Bauley - Aberdeen	JoAnn Kayser - Aberdeen	Brenda Butler- Belle Fourche
Connie Zeimet - Custer	Bonnie Palmer- Huron	Tammy Miller - Mitchell
Stephanie Stacey - Mitchell	Wanda Fuhrer - Mobridge	Barbara Spelbring - Pierre
Melody Maeschen - Pierre	Krystl Vermudson - Rapid City	Michele Gabert - Rapid City
Yvonne Przybilla - Sioux Falls	Logan Patrick - Sioux Falls	Darla Brandlee - Watertown
Kimberly Nagel - Winner	Tanya Liska - Yankton	Tracy Fuerst - Central Office
Kent Cross - Pierre	Amy Cadwell - Pierre	Jeff Walz - Aberdeen
Jared Bourdon - Aberdeen	Cameron Sprecher - Sioux Falls	Doug Amundson - Sioux Falls
Bryan Toman - Mitchell	Ruth Wittenhagen - Mitchell	Kevin Meyers - Rapid City
Andrew Hatch - Rapid City	Matt Brey - Watertown	Zac Heller - Rapid City
Tate Anderson - Rapid City	Don Mentele - Central Office	



## Transportation Commission Tours Rapid City Area Projects



As part of the regularly scheduled October meeting, the Transportation Commissioners toured the Lacrosse Street and I-90 DDI project, and the GCC cement plant.

Photos provided by Kari Kroll



## SDDOT Community Connections:

The Huron maintenance crew provided a "snow plow show and tell" event with a second grade class. Pictured are **Cody Ulmer and Travis Roberts**, both from the Huron Maintenance Unit 191. Photos provided by **David Jennings, Highway Maintenance Supervisor**



## "A bridge for a Bridge" Dedication Honors WWII Veteran

Seaman Second Class Wayne A. Bridge, was recently honored with a bridge dedication. The S.D. Highway 46 bridge east of Wagner over Choteau Creek was named in honor of S2C Bridge. The dedication took place during a Veterans Day program at the Wagner High School auditorium.

Wayne Bridge served on the USS Indianapolis, a Portland-class cruiser of the U.S. Navy. The cruiser played a top-secret role carrying supplies leading to the atomic bombing of Hiroshima, Japan and the end of World War II. SDDOT crews will soon install the sign on the Choteau Creek Bridge on S.D. Highway 46.

**The Fallen Hero program initiative created by Governor Noem, has dedicated 29 bridges to 32 service members in the last four years.**





## SDDOT Community Connections:

The **Pierre Region staff** enjoyed sharing safety messages with the community at the Game Fish and Parks Halloween Hike. An estimated 2,000 people attended the event.



Pictured Left to right:  
**Bob Carrico (with shovel), Jerry Ortbahn, Monica Ortbahn, Amy Cadwell, Clark Guthrie, and Doug Gorham**

Thanks to staff members (**Bill Heidrich, Tom Barrera, and Eric Adams**) from the **Newell Maintenance Shop** for assisting at the annual Newell Walk to School Event!

Bill monitored the crossing area while Tom and Eric handed out DOT items to the kids.

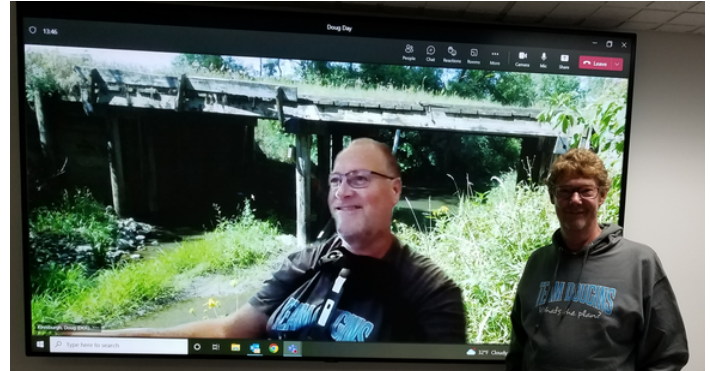




## Team Dougins

On Nov. 14, 2022, staff in the Central Office hosted an event to support **Doug Kinniburgh, Local Governments Engineer Manager**, who was recently diagnosed with Stage 4 Esophageal Cancer. Doug has a long road ahead of him but has a great attitude and a huge support system. Between the Biscuits & Gravy, Bake Sale, and Soup lunch, over \$3,400 was raised for Doug and his family. Thank you to those who donated items and thanks to all who participated.

**Doug** was able to have lunch with everyone through TEAMS as Tammy Williams delivered chili and cookies to him! Doug is pictured with **Larry Dean (Project Development)**.

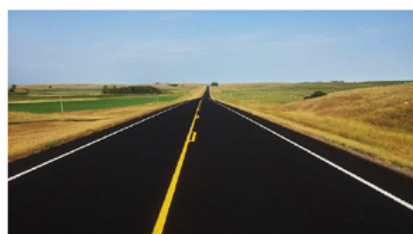


**Front Row:** Tiffany Hanisch (Admin), Joanne Hight (Admin), Coleen Kusser (Admin)

**Middle Row:** Wade Dahl (LGA-retired), Margo McDowell (Research), Laurie Schultz (retired), Paula Huizenga (LGA), Tammy Williams (retired)

**Back Row:** John Adams (LGA), Cody Axlund (LGA), Noël Clocksin (LGA), and Larry Dean (Project Development)

And, Doug is still supporting the SDDOT! He sent this Conference reminder for the newsletter!



Join us for the 62nd Annual South Dakota Asphalt Conference!

10 free registrations available for any local agency that is attending the SD Asphalt Conference. This is for the first time attendees and will be first come basis. If you would like to receive this you must call SDLTAP office at 1-800-422-0129 to register.

### SOUTH DAKOTA ASPHALT CONFERENCE

February 15th & 16th

We have a great agenda this year bringing in industry experts across the state and across the country. It will be a great time to network with fellow peers. Learn about the innovations and gain knowledge in asphalt construction and maintenance. Professional Development Hour (PDH) Certificates will be issued at the conference to those who are interested in obtaining them.



February 15th & 16th

This conference is designed for:  
Local governments  
Consultants  
Academia  
Contractors  
Suppliers  
Department of Transportation

Attendees \$125  
Vendors \$200

3-Sponsorship Levels  
Gold - \$500  
Silver - \$250  
Bronze - \$100

NEW LOCATION:

Registration Opens in January  
Room block closes 1/16  
Arrowwood Conference Center  
at Cedar Shore  
Phone: (605) 234-0376

Online Registration:  
<https://www.southdakotadot.gov/registration>  
<https://www.southdakotadot.gov/registration>  
<https://www.southdakotadot.gov/registration>



Joanne Hight, Laurie Schultz (retired), and Tammy Williams (retired). Laurie Schultz was the first Administration Program Manager for the DOT when the position was created. Tammy Williams had the position after her and now Joanne has taken the reins. Three amazing women engineers to hold the Admin Program Manager position!



# SDDOT Strategic External Communications Plan - Phase Two

## By SDDOT Communications Team

The objective of the strategic external communications plan is to provide the SDDOT with a thorough, manageable, trackable path to communicate effectively with all SDDOT external stakeholders.

The strategies, tactics, and tools in this plan align with the larger strategic plan goals of the department and are crafted to deliver key messages to SDDOT's target audiences as well as to encourage feedback from those audiences.

This plan has helped the SDDOT continuously improve, phase one stretched from October 2020 - 2022.

Phase two of the SEC will provide strategies from October 2022- 2024.

## SEC Plan Phase One Completed Tactics

Strategies							
Strategy 1	Strategy 2	Strategy 3	Strategy 4	Strategy 5	Strategy 6	Strategy 7	Strategy 8
Formalize communication process and tools	Improve digital communication	Improve social media communication	Improve project communication	Improve public meeting participation	Enhance and leverage media partnerships	Elicit public feedback	Build SDDOT communication capacity
Tactics							
Establish business process	Update 511 app and clear with 511	Content creation training	Public speaking training	Conduct virtual town hall	Publish enterprise stories	Create feedback email address	Make communication staffing matrix
Update logo	Update website based on analytics	Paid ads for audience growth	Require project microsites	Facebook events with targeted ads	Regular media communication	Use Google Form surveys	Hold a media training
Develop brand guidance	Improve e-mail distribution	Post boosting	Targeted social media post	Promote recorded public meetings after-the-fact	Ride alongs/Day in-the-life story opportunities	Conduct bi-yearly Customer Satisfaction Survey	Purchase communication equipment
Use communication templates	Create e-mail newsletters	Create LinkedIn page	Landowner communication strategies	Create guidance for virtual public involvement	Promote a novel/seasonal stories	Conduct public meeting surveys	Acquire subscription services
Develop campaign strategies	Provide opt-in text messaging	Use analytics reporting	Provide project PowerPoint template		Pitch research-related stories		Do skills training
Publish stories from all SDDOT offices		Use social hub software			Hold regular press conferences		
Use Google analytics dashboard					Apply for awards		
Create editorial calendar					Publish annual report stories		

The screenshot shows the SDDOT website with a navigation bar at the top including links for Transportation, Doing Business, Projects & Studies, Programs & Services, Travelers, and Inside SDDOT. The main content area features several news items with 'READ MORE' buttons, including 'Third Annual SDDOT Snowplow Naming Contest Underway', 'Rules Hearing before the Interim Rules Review Committee on Nov. 1, 2022', 'Learn about the South Dakota EV Fast Charging Plan', and '2022-2023 Statewide Transportation Improvement Program (STIP)'. A 'COMMONLY ASKED QUESTIONS' section lists topics like Motor Vehicle Registration and Licensing, Driver Licensing, and Commercial Driver Licensing. At the bottom, there is a 'TALK TO US' button.

As we move into phase two of the SEC plan, we will continue to improve the processes developed to reach our targeted audience.

A few tactics we look forward to implementing include attending community events, such as local fairs and shows. One tactic that we have implemented since launching phase two is the **SDDOT blog - featured on the [dot.sd.gov](https://dot.sd.gov) homepage.**

To learn more about all of our goals in phase two please take a look at our full plan here: <https://intranetdot.sd.gov/stratplan.aspx>



## Recruitment News

By Heidi Olson, Human Resource Manager (BHR)



### Flandreau Hiring Event Success!

"We had an awesome turnout for this event. We had seven people stop by with several questions on our open position. It is looking like we will have three to four good candidates for the opening. I was amazed by the turn out.

I think that with the help of all involved, these events are a great tool to use."

**-Steve Schneider**  
Highway Maint.  
Supervisor

The full recruiting workgroup (including the Prairie Pasques and the Ring-Necked Pheasants small groups) met in November. Another subgroup was added to help identify "**local attractions**" in communities throughout the state where the recruitment team might have a presence. These events could include county fairs or home shows.

In November, **walk-in hiring events** were held in **Sisseton** and **Flandreau**. If your shop/unit/office would like the recruiting team to host a walk-in hiring event, contact Kim Smith or Heidi Olson!

Thank you to all employees who serve on a workgroup to advance DOT recruitment efforts! Kim Smith, Hannah Covey, Todd Seaman, Taylor Brusven, and Heidi Olson serve on both recruiting teams noted below.

#### Recruitment Workgroup members include:

**Ring-Necked Pheasants:** Jana Morris, Corey Pinkley, Kyle Watkins, Jonathan Egge, John Mattheson, Chris Peters, Misty Berg, Cody Loup, John Nelson, Shane Brick, and Peyton Weyer

**Prairie Pasques:** Derek Ferwerda, Rebecca Urban, Brace Prouty, Matt Dorfschmidt, Kirk Henderson, Gavin Motschenbacher, Jared Pfaff, Kate Sieverding, and Elizabeth Jensen



**We welcome Courtney Storm, a BHR employee, who will be specifically assigned for SDDOT recruitment.**

Courtney previously worked as the Marketing Coordinator for the Greater Madison Area Chamber of Commerce in Madison. She earned a Bachelor of Science degree in management from Northern State University.

As the DOT Recruiter, Courtney will actively recruit for our open positions! She will be responsible for developing new recruitment strategies for the DOT which will include in-person event opportunities as well as virtual recruitment platforms. She will also be active in our already established recruiting workgroups. Courtney's focus will include strategies to:

- Build relationships and networking associations with colleges/universities, community partners, and technical/vocational training centers;
- Monitor, maintain, and utilize BHR social media platforms to carry out recruitment activities; coordinate with DOT social media platforms to achieve the same results;
- Market employment opportunities and increase quality of applicant pool;
- Develop metrics and measures to determine overall strategy/program effectiveness;
- Coordinate program activities, services, and/or program implementation within BHR and DOT;
- Manage/coordinate talent acquisition related projects within the DOT;
- Provide consultation and decisions for both general and targeted recruitment strategies;
- Analyze data, report findings, interpret results, and make recruitment recommendations.



## SDDOT Employee News and Updates. . .

### November Longevity:

**Kevin Soward, Project Technician – 20 Years (Huron Area)**

**Ron Bren, Region Bridge Engineer – 25 Years (Pierre Region)**

**Greg Rothschadl, Area Engineer – 30 Years (Yankton Area)**

**Steve Frost, Lead Highway Maintenance Worker – 35 Years (Rapid City Region)**



**Greg Rothschadl** was recognized for reaching a DOT milestone of 30 years **by Travis Dressen, Mitchell Region Engineer.**



**Travis Sparks Highway Maintenance Supervisor Unit 251 presented Rob Roth, Lead Worker at the Platte Shop, with his 25 year pin.**

**Tyler Small (right), Highway Maintenance Worker from Junction City received his 15 year pin from Jerry Hansen, Junction City Highway Maintenance Supervisor.**



**James Brooks, Unit 372 Maintenance Supervisor in Eagle Butte presents a longevity pin to David "Tiny" Martin, Highway Maintenance Worker from Eagle Butte, as he celebrated his 10 years with DOT.**

**Steve Frost, Rapid City Sign/Striping Crew Lead Highway Maintenance Worker (blue shirt) celebrated 35 years with DOT. He received a Happy Meal as part of the achievement. Steve is pictured with crew members Jeremie Mackie, Gary Price, and Colin Karly.**



**Rian Edwards, Lead Highway Maintenance Worker in White River, received his 10 years longevity pin from Gregg Ulmer, Winner Highway Maintenance Supervisor.**

## SDDOT Employee News and Updates. . .

### November New Hires:

Austin Taylor, Highway Maintenance Worker - Plankinton  
 Robert Frank, Highway Maintenance Worker - Rapid City  
 Justin Smith, Highway Construction Project Engineer - Rapid City  
 William Whitford, Journey Transportation Technician - Pierre  
 Scott Syverson, Highway Maintenance Worker - Sisseton  
 Christopher Knodel, Journey Transportation Technician - Yankton  
 Justin Smith, Project Engineer - Rapid City



### November Promotions & Lateral Position Changes:

Mark Anderson, Right-Of-Way Technician - Pierre  
 Dallas (Shane) Ingles, Lead Highway Maintenance Worker - Lemmon  
 Ryan Hannah, Highway Maintenance Worker - Edgemont  
 Hannah Covey, Region Traffic Engineer Manager - Pierre  
 Stacy Parmely, Accountant II, Central Office - Pierre



Meet **Thayne Jay Allen**, new grandson for **Cody Allen, Lead Worker in Martin**. Thayne was born Oct. 23, 2022, weighing 5 lbs. 9 oz. and 17 1/2 inches in height.

## In Sympathy . . .

Raymond Kayser, of Stickney, died Nov. 9, 2022, at Edgewood Memory Care in Mitchell. Funeral services were held on Nov. 15, 2022, at Stickney United Methodist Church with burial at Silver Ridge Cemetery in Stickney. Raymond is the father-in-law of **JoAnn, Aberdeen Senior Secretary** and grandfather to **Kevin, Journey Transportation Technician**. Sympathy is extended to JoAnn, Kevin, and the entire Kayser family.



Sympathy is extended to **Rayleen Rageth, Senior Secretary - Central Office**, whose grandfather passed away. Dale Hartmann, Pierre, died on Nov. 12, 2022, at Avera Maryhouse in Pierre. A funeral service was held on Nov. 17, 2022, at Faith Lutheran Church in Pierre with burial at Black Hills National Cemetery near Sturgis.

